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## ***Realize the Dream. Restore Civil Rights*** **Fairness: The Civil Rights Act of 2004**

## **Roderick Jackson**

Roderick Jackson thought he was doing the right thing. As a coach for the girl's basketball team at Ensley High School, Roderick felt that his players were not being treated the same as the male players. He believed that the girls were not given the same funding and that they didn't have the same access to sports facilities and equipment as their male classmates. Upset by this unfairness, Roderick complained to his supervisors. But instead of rectifying the situation, his supervisors chose to give Roderick negative work evaluations. Then, they relieved him of his coaching duties.

Unwilling to accept either the unfair treatment of his players or the backlash he received for complaining about it, Roderick sued the Birmingham Board of Education for their retaliation against him. The federal appellate court ruled that he did not have a right to sue under Title IX, basing its decision largely on a 2001 Supreme Court case, *Alexander v. Sandoval*, which held that there is no private right of action to sue under the disparate impact regulations of Title VI of the 1964 Civil Rights Act. Mr. Jackson is currently appealing this decision to the Supreme Court.

Roderick stood up for something he believed was unjust, and his employer retaliated against him. If this situation is not fixed, will others have the courage to stand up for our daughters, our sisters, or our friends?

Court case: *Jackson v. Birmingham Board of Education*

*"Equality In a Free, Plural, Democratic Society"*